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ABSTRACT

Data collected in Fall 1980 were analyzed to determine the academic background, tenure, sex, age, and average salaries of the full-time professional staff employed by six Hawaii community colleges. Five personnel categories were investigated: (1) institutional support, including professional staff in the provost's office, business affairs division, and operation and maintenance; (2) academic support, including the dean of instruction, the director of public service and instruction, and library and educational media staff; (3) student services, including the dean of students and personnel involved in counseling, student activities, student health, student support, and admissions and records; (4) public service, including those involved in apprenticeship and community service programs; and (5) instruction, including department chairpersons and faculty. Selected findings reveal that the instructional category had the highest percentage of staff (73%), followed by student services (13%), academic support (8%), institutional support (3%), and public service (3%). Of the 470 full-time instructors, 37% were female, 54% taught general education courses, and 66% were tenured. The average instructor's salary of $21,850 was higher than the national average of $20,060 for instructors at comparable institutions. The study report presents findings by campus for each personnel category and provides data for 1978 through 1980. (JP)

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IRACC - 16

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF COMMUNITY COLLEGES FALL 1980

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OFFICE OF INSTITUTIONAL RESEARCH & ANALYSIS
UNIVERSITY OF HAWAII

DECEMBER 1980

HIGHLIGHTS

- 977 BOR staff are serving the six community colleges, this fall.
- Of these, 73 percent are in instruction.
    - °°Of those in instruction, 470 are full-time instructors; 311 are lecturers
    - °°Female instructors comprise 37 percent of the full-time instructors. (national average: 34.6 percent)
- Average salaries this fall show a gain of 7 percent for full-time instructors, comparable to the gain in Fall 1979.
- Two-thirds of the full-time instructors are tenured; an additional 27 percent are on tenure track.
- Two-thirds of the full-time instructors have masters' degrees; 9 percent, doctoral degrees.

University of Hawaii
Office of Institutional Research & Analysis

IRACC - 16
December 1980

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF COMMUNITY COLLEGES FALL 1980

Introduction

This report summarizes data on the following characteristics of full-time community college professional staff: sex, academic background, tenure status, age, program category, average salaries and salary ranges. Data such as these are useful in reviewing personnel practices and in responding to inquiries from various agencies.

The primary attention of this report is on FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF-5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY THE OCTOBER 31, 1980 UPDATE. Included in the headcount of BOR staff in the main body of the report are all those who were on the payroll as of the Oct. 31st update, except those on sabbatical leaves. (Staff on sick leave are included.) Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1980. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff are summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Chancellor for Community Colleges.1/

1/ Data on Hawaii Community College are not included in this report. Further, community college system data for the past years have been recalculated to reflect data for six colleges, only. Therefore, the figures in this report differ from those cited in CC-IRP 117.

ANALYSIS

A. Unduplicated Headcount, by Program Category and Full-Part- Time Status, All Professional Staff (Table 1)

1. Total BOR staff at the six community colleges numbers 977 this fall, almost the same as last fall (971).

2. Of these, 644 (66%) are full-time appointees; 311 (32%) lecturers, and the remaining are part-time appointees.

3. The number of BOR appointees ranges from 68 at Kauai Community College to 256 at Honolulu Community College.

B. Selected characteristics of the 644 FULL-TIME PROFESSIONAL STAFF (Table 2)

1. As in previous years, almost two-thirds of the staff are males. (Campus variation: 52-70 percent males.)

2. The staffing distribution by program category has remained about the same through the years.

Instruction:	73 percent	(65 to 77 percent, by campus)
Academic Support:	8 percent	(4 to 11 percent, by campus)
Student Services:	13 percent	(10 to 19 percent, by campus)
Institutional Support:	3 percent	(2 to 7 percent, by campus)
Public Services:	3 percent	(0 to 10 percent, by campus)

3. Compared to last fall, there are 7 more full-time instructors (470) and 4 more counselors (81). The headcount in other categories are also about the same.

4. Age: 43.0 years, slightly older than last fall's, 42.4 years (39.9 - 45.4, by campus).

5. As in past years, the great bulk of the appointees have master's degrees (65 percent). Those with doctorates number 54 (8 percent).

C. Characteristics of the 470 FULL-TIME INSTRUCTORS: (Tables 3, 3a-3f)

1. Women instructors comprise 37 percent of the instructional staff. This percentage has not changed for the past three years. (Nationally, women comprised 34.6 percent of the full-time faculty at publically controlled two-year institutions in the 1979-80 academic year.)[2/]

2. As in previous years, instructors in general education courses continue to comprise over half (54 percent) of the teaching faculty.

2/ Maryse Eymonerie, Associate Secretary and Director of Research, AAUP, Telephone conversation, 12/2/80. (703-525-5393)

3. Some noteworthy observations about instructors' average salaries this fall are detailed below. (See Appendix B for average salaries of other professional staff). Information presented by the AAUP for FALL 1979 is included, also, as a further point of reference.

   a. The average salary for instructors this fall is $21,850, 7.2% more than the $20,380 cited for Fall 1979. Campus averages range from $19,316 to $23,258.

      In its annual report on the "Economic Status of the Profession" the AAUP (American Association of University Professors) indicates that the average salary for full-time instructors in public institutions in Category IV (institutions without academic rankings) was $20,060. If the AAUP's ranking system were applied to the community colleges, the average salary in Fall 1979 would fall in Rank 2, at about the 75 percentile mark.3/

   b. Male instructors' average salary is $1,433 (7 percent) higher than those of female instructors. (Last fall, the average salary of male instructors was 9 percent more than female instructors.) The higher average salary for males probably reflects the fact that there are more male instructors with many years of service, particularly in the vocational programs.

      Data on salaries, by sex, for Fall 1979 cited by AAUP show that in public Category IV institutions, male instructors earned $20,740 and women, $18,670 or 90.5% of the male instructors' salary.4/

   c. As indicated in earlier reports, the average salary of vocational education instructors was higher than the average salary of instructors in general education. (See Appendix C.)

4. Salary ranges: 63 percent of the instructors are in ranges 4 and 5. (An analysis by sex shows that 67% of the males and 55 percent of the females are in these salary ranges.)

3/ ACADEME, BULLETIN OF THE AAUP, "Annual Report on the Economic Status of the Profession," September, 1980, Vol. 66, Table 10, p. 278 and Table 12, p. 280. The report indicates, further, that average salaries in public Category IV institutions increased by 8.8 percent in Fall 1979. ibid, Table 2, p. 263. (The comparable figure for Hawaii's community colleges was 7 percent.)

4/ Maryse Eymonerie, op. cit.

5. Tenure status.

   a. Two-thirds of the instructors are tenured; 26 percent are on the tenure tract; 7 percent are not eligible. (43-84 percent are tenured, by campus.) An additional 23 instructors on leave are tenured. (See Appendix E.) The percentage of tenured instructors has remained about the same (66%) over the past three years.

   b. An analysis by sex shows that 71 percent of the male instructors and 59 percent of the female instructors are tenured.

      The AAUP report indicates that in 1979-80, 81 percent of the full-time instructors in public Category IV institutions were tenured. The distribution, by sex, was 84 percent for male instructors; 75 percent for female instructors.5/

6. Highest degree:

   a. As in previous years, the great majority of the instructors have master's degrees (303, 65 percent). (75 percent of the female and 58 percent of the male instructors have master's degrees.)

   b. Further analysis of data in the computer printouts indicate that 92 percent of those in the general education area have a master's or a doctoral degree (77 and 15 percent, respectively); 10 percent have bachelor's degrees.

   c. The distribution of vocational education instructors, by academic background, shows: 2 percent, doctoral degrees; 1 percent professional degrees; 49 percent, master's degrees; 27 percent, bachelor's; 21 percent, less than bachelor's. (Work experience in a trade area is an acceptable criterion for employment as an instructor in vocational programs.)

D. Profile of the lecturer: (Table 4)

The profile is about the same as in previous years: 39 year old male with a master's degree, teaching a general education course, in salary range 2, earning an average of $2,750 for the semester.

5/ AAUP Bulletin, op. cit., Table 13, p. 281.

SUMMARY

Data over the past few years show few changes in the selected characteristics of full-time instructors in the community colleges. Male instructors comprise about two-thirds of the instructional staff; two-thirds are tenured; two-thirds have master's degrees; two-thirds are in salary ranges 4 or 5. As in past years, proportionately more of the male instructors are in the higher salary ranges (and therefore earning higher average salaries) and are tenured.

However, 1979 statistics from the AAUP indicate similar patterns, nationally. Women comprise about a third of the instructional staff and earn about 9.5 percent less than male instructors. Also, proportionately fewer women instructors are tenured.

A further comparison with national statistics show that (1) the average salary of the six community colleges compare favorably with the national average, in spite of the higher salary increase rate (8.8) cited for Public Category IV institutions; (2) proportionately more instructors in Public Category IV institutions were tenured.

TABLE 1
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1980

Note: A lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus."

By College, Full- & Part-Time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Services
					Sub-Total	General Education	Voc-Tech	
TOTAL	977	22	54	85	793	434	359	23
Full-time	644	21	52	81	470	255	215	20
Part-time	22	1	2	4	14	6	8	1
Lecturers	311				309	173	136	2
Honolulu CC	256	3	13	17	205	96	109	18
Full-time	162	3	13	17	113	54	59	16
Part-time	2				2		2	
Lecturers	92				90	42	48	2
Kapiolani CC	226	6	11	14	194	90	104	1
Full-time	126	5	11	12	97	37	60	1
Part-time	7	1		2	4	1	3	
Lecturers	93				93	52	41	
Kauai CC	68	4	7	7	50	22	28	
Full-time	56	4	6	7	39	18	21	
Part-time	2		1		1		1	
Lecturers	10				10	4	6	
Leeward CC	233	3	13	22	193	134	59	2
Full-time	170	3	13	22	130	95	35	2
Part-time	1				1	1		
Lecturers	62				62	38	24	
Maui CC	116	3	4	15	92	47	45	2
Full-time	76	3	3	13	56	26	30	1
Part-time	7		1	2	3	1	2	1
Lecturers	33				33	20	13	
Windward CC	78	3	6	10	59	45	14	
Full-time	54	3	6	10	35	25	10	
Part-time	3				3	3		
Lecturers	21				21	17	4	

Source: FSIS Computer Report 2533A, October 31, 1980.

TABLE 2

SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL No.	TOTAL %	Sex Male	Sex Female	Highest Degree Earned: Doctorate	Professional	Masters	Bachelors	Less Than Bachelors	Mean Age
TOTAL	644	100%	389	255	54	3	419	114	54	43.0
(Horizontal %)	(100%)		(60%)	(40%)	(8%)	(<1%)	(65%)	(18%)	(8%)	
Institutional Support	21	3%	15	6	3		6	10	2	41.2
Academic Support	52	8%	32	20	4		37	6	5	42.3
Student Services	81	13%	34	47	5		60	14	2	39.1
Instruction	470	73%	295	175	42	3	303	77	45	44.0
General Education	235	46%	153	102	37	1	197	20		42.2
Vocational-Tech	215	27%	142	73	5	2	106	57	45	46.1
Public Services	20	3%	13	7			13	7		40.1
HONOLULU CC	162	100%	106	56	15	1	97	28	21	42.4
(Horizontal %)	(100%)		(65%)	(35%)	(9%)	(1%)	(60%)	(17%)	(13%)	
Institutional Support	3	2%	2	1			1	2		44.0
Academic Support	13	8%	8	5	1		9	2	1	41.1
Student Services	17	11%	4	13	1		15	1		35.0
Instruction	113	70%	82	31	13	1	63	16	20	44.0
General Education	54	33%	34	20	11		43			39.9
Vocational-Tech	59	36%	48	11	2	1	20	16	20	47.7
Public Services	16	10%	10	6			9	7		40.4
KAPIOLANI CC	126	100%	65	61	6	1	88	25	6	45.4
(Horizontal %)	(100%)		(52%)	(48%)	(5%)	(1%)	(70%)	(20%)	(5%)	
Institutional Support	5	4%	3	2	1			4		38.8
Academic Support	11	9%	6	5	1		8	1	1	41.5
Student Services	12	10%	5	7	1		11			41.1
Instruction	97	77%	50	47	3	1	68	20	5	46.8
General Education	37	29%	21	16	2		33	2		46.2
Vocational-Tech	60	48%	29	31	1	1	35	18	5	47.2
Public Services	1	1%	1				1			
KAUAI CC	56	100%	39	17	3	1	36	9	7	41.6
(Horizontal %)	(100%)		(70%)	(30%)	(5%)	(2%)	(64%)	(16%)	(13%)	
Institutional Support	4	7%	4				3		1	45.5
Academic Support	6	11%	4	2			4	1	1	41.3
Student Services	7	13%	4	3			6	1		38.9
Instruction	39	70%	27	12	3	1	23	7	5	41.7
General Education	18	32%	14	4	3	1	12	2		40.7
Vocational-Tech	21	38%	13	8			11	5	5	42.6
LEEWARD CC	170	100%	107	63	23		110	23	14	44.0
(Horizontal %)	(100%)		(63%)	(37%)	(14%)		(65%)	(14%)	(8%)	
Institutional Support	3	2%	2	1	1		1		1	44.3
Academic Support	13	8%	9	4	2		7	2	2	42.5
Student Services	22	13%	12	10	3		13	6		42.1
Instruction	130	76%	83	47	17		87	15	11	44.6
General Education	95	56%	55	40	15		68	12		43.4
Vocational-Tech	35	21%	28	7	2		19	3	11	47.9
Public Services	2	1%	1	1			2			35.5
MAUI CC	76	100%	44	32	2		48	20	6	41.3
(Horizontal %)	(100%)		(58%)	(42%)	(3%)		(63%)	(26%)	(8%)	
Institutional Support	3	4%	2	1			1	2		38.7
Academic Support	3	4%	3				3			
Student Services	13	17%	4	9			8	3	2	38.0
Instruction	56	74%	34	22	2		35	15	4	42.1
General Education	26	34%	16	10	2		20	4		41.2
Vocational-Tech	30	40%	18	12			15	11	4	42.8
Public Services	1	1%	1				1			*
WINDWARD CC	54	(100%)	28	26	5		40	9		39.9
(Horizontal %)	(100%)		(52%)	(48%)	(9%)		(74%)	(17%)		
Institutional Support	3	6%	2	1	1			2		36.0
Academic Support	6	11%	2	4			6			47.2
Student Services	10	19%	5	5			7	3		39.0
Instruction	35	65%	19	16	4		27	4		39.3
General Education	25	46%	13	12	4		21			38.8
Vocational-Tech	10	19%	6	4			6	4		40.5

*This person's age is included in calculating college mean.

Sources: PSIS Reports 2530 and 2531, October 31, 1980.

TABLE 3
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
COMMUNITY COLLEGES*
FALL 1978 - 1980

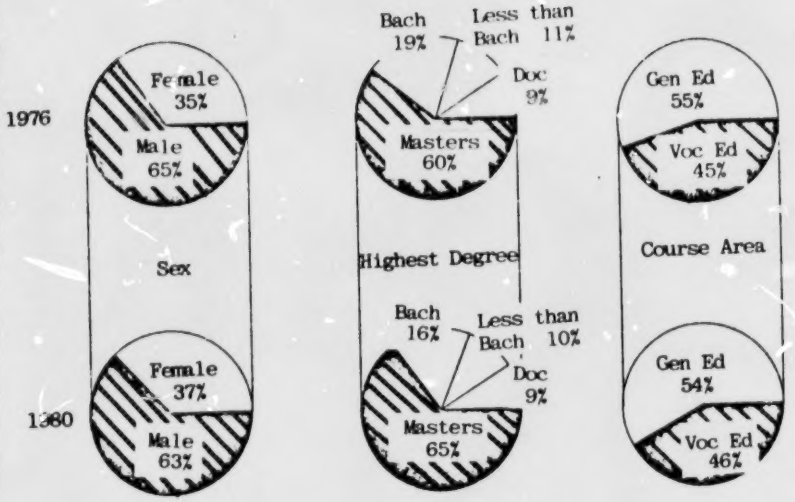
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1978						1979						1980					
	TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE	
	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	460	100	291	100	169	100	463	100	291	100	172	100	470	100	295	100	175	100
(H%)	(100)		(63)		(37)		(100)		(63)		(37)		(100)		(63)		(37)	
BY AVERAGE SALARY	18,133		19,470		18,448		20,380		21,045		19,255		21,850		22,384		20,951	
BY SALARY RANGE																		
Range 1	22	5	12	4	10	6	8	<1%	1	<1%	7	4	4	1	1	<1%	3	2
(H%)	(100)		(55)		(45)		(100)		(12)		(88)		(100)		(25)		(75)	
Range 2	92	20	52	18	40	24	110	24	65	22	45	26	131	28	78	26	53	30
(H%)	(100)		(57)		(43)		(100)		(59)		(41)		(100)		(60)		(40)	
Range 3	29	3	11	4	18	11	35	8	14	5	21	12	37	8	17	6	20	11
(H%)	(100)		(38)		(62)		(100)		(40)		(60)		(100)		(46)		(54)	
Range 4	103	22	71	24	32	19	95	21	62	21	33	19	88	19	57	19	31	18
(H%)	(100)		(69)		(31)		(100)		(65)		(35)		(100)		(65)		(35)	
Range 5	211	46	145	50	66	39	212	46	149	51	63	37	207	44	142	48	65	37
(H%)	(100)		(69)		(31)		(100)		(70)		(30)		(100)		(69)		(31)	
Other	3	1			3	2	3	1			3	2	3	1			3	2
(H%)	(100)				(100)		(100)				(100)		(100)				(100)	
BY TENURE STATUS																		
Tenured	298	65	202	69	96	57	302	65	203	70	99	58	312	66	209	71	103	59
(H%)	(100)		(68)		(32)		(100)		(67)		(33)		(100)		(67)		(33)	
On Tenure Track	119	26	69	24	50	30	127	27	75	26	52	30	121	26	70	24	51	29
(H%)	(100)		(58)		(42)		(100)		(59)		(41)		(100)		(58)		(42)	
Not Eligible	26	6	15	5	11	7	15	3	5	2	10	6	33	7	15	5	18	10
(H%)	(100)		(58)		(42)		(100)		(33)		(66)		(100)		(45)		(56)	
Other	17	4	5	2	12	7	19	4	8	3	11	6	4	1	1	<1	3	2
(H%)	(100)		(29)		(71)		(100)		(42)		(58)		(100)		(25)		(75)	
BY MEAN AGE	42.6		43.4		41.0		43.0		44.2		41.2		44.0		44.6		42.8	
BY HIGHEST DEGREE																		
Doctorate	35	8	28	10	7	4	41	9	30	10	11	6	42	9	30	10	12	7
(H%)	(100)		(80)		(20)		(100)		(73)		(27)		(100)		(71)		(29)	
Professional	3	1	3	1			4	1	4	1			3	1	3	1		
(H%)	(100)		(100)				(100)		(100)				(100)		(100)			
Masters	294	64	167	57	127	75	293	63	169	58	124	72	303	65	171	58	132	75
(H%)	(100)		(57)		(43)		(100)		(58)		(42)		(100)		(56)		(44)	
Bachelors	90	20	56	19	34	20	81	17	49	17	32	19	77	16	50	17	27	15
(H%)	(100)		(62)		(38)		(100)		(60)		(40)		(100)		(65)		(35)	
Less than Bachelors	38	8	37	13	1	1	44	10	39	13	5	3	45	10	41	14	4	2
(H%)	(100)		(97)		(3)		(100)		(89)		(11)		(100)		(91)		(9)	
BY INSTRUCTIONAL AREA																		
General Education	250	54	153	53	97	57	255	55	155	53	100	58	255	54	153	52	102	58
(H%)	(100)		(61)		(39)		(100)		(61)		(39)		(100)		(60)		(40)	
Vocational Education	210	46	138	47	72	43	208	45	136	47	72	42	215	46	142	48	73	42
(H%)	(100)		(66)		(34)		(100)		(65)		(35)		(100)		(66)		(34)	

*Data on Hawaii Community College are excluded from this table. Figures for 1978, therefore, differ from those appearing in CC-IEF 117.

Sources: FSIS reports as of October 31, 1978 and October 31, 1979 and October 31, 1980.

FIGURE 1
FULL-TIME INSTRUCTORS: SELECTED DATA
COMMUNITY COLLEGES
FALL 1976-1980



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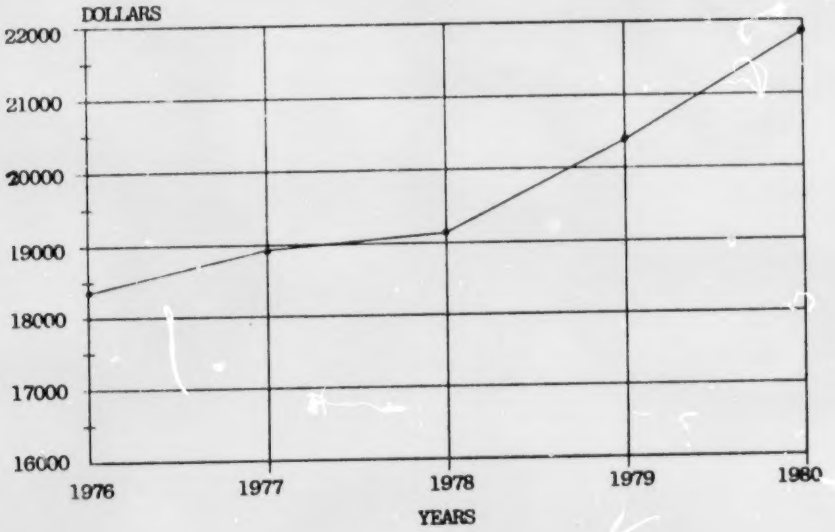
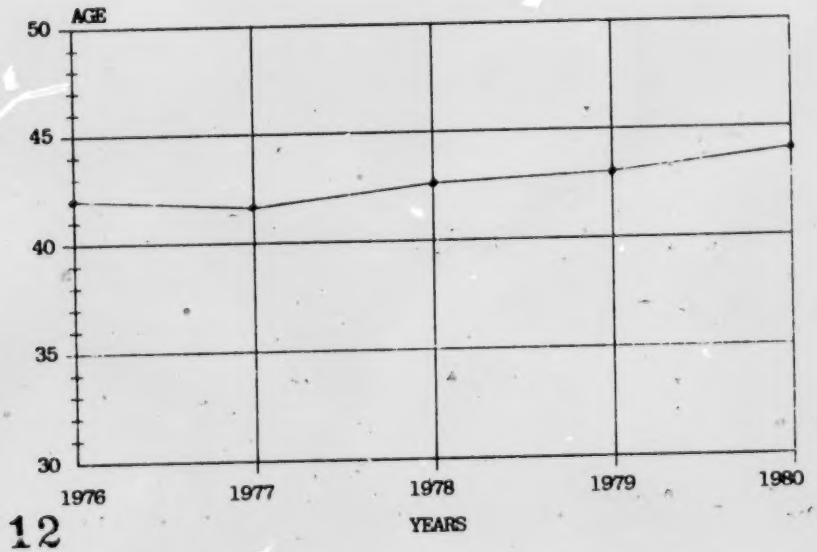


MEAN AGE



TENURE STATUS

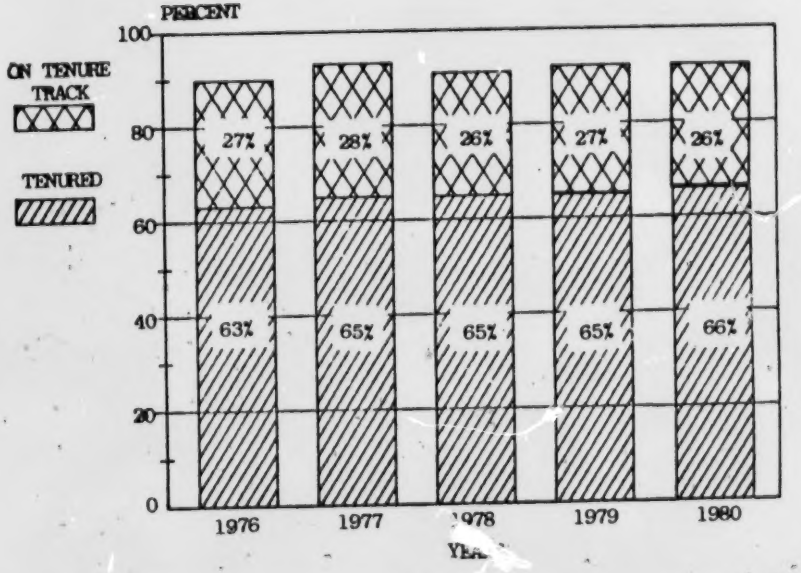


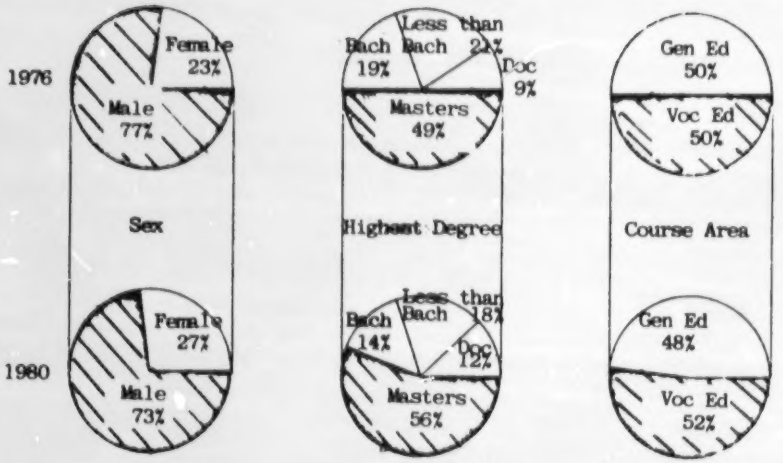
TABLE 3a
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
HONOLULU COMMUNITY COLLEGE
FALL 1978 - 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

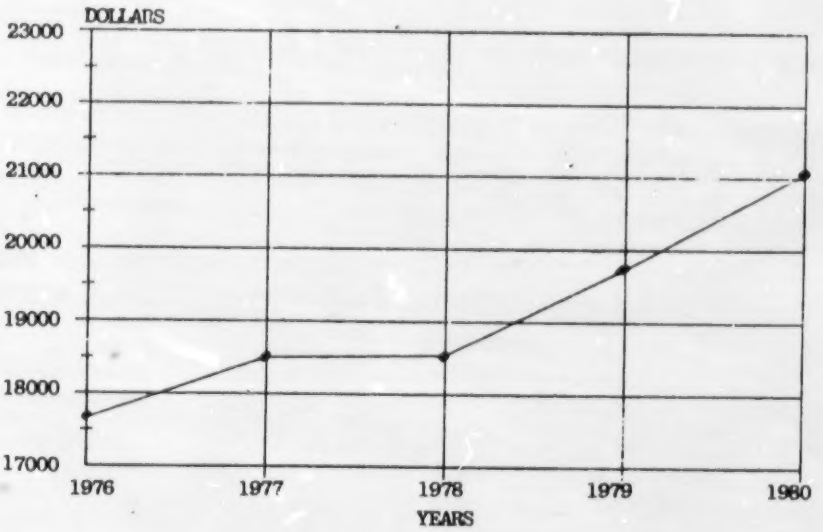
Characteristic	1978						1979						1980					
	TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE	
	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	110	100	81	100	29	100	111	100	79	100	32	100	113	100	82	100	31	100
(H%)	(100)		(74)		(26)		(100)		(71)		(29)		(100)		(73)		(27)	
BY AVERAGE SALARY	18,534		19,449		15,977		19,729		20,891		16,862		21,054		22,112		18,255	
BY SALARY RANGE																		
Range 1	8	7	7	9	1	3	1	1			1	3						
(H%)	(100)		(88)		(13)		(100)				(100)							
Range 2	20	18	11	14	9	31	29	26	17	22	12	38	36	32	23	28	13	42
(H%)	(100)		(55)		(45)		(100)		(59)		(41)		(100)		(64)		(36)	
Range 3	8	7	3	4	5	17	11	10	6	8	5	16	9	8	6	7	3	10
(H%)	(100)		(38)		(63)		(100)		(55)		(45)		(100)		(67)		(33)	
Range 4	28	25	20	25	8	28	21	19	15	19	6	19	20	18	13	16	7	23
(H%)	(100)		(71)		(29)		(100)		(71)		(29)		(100)		(65)		(35)	
Range 5	46	42	40	49	6	21	49	44	41	52	8	25	48	42	40	49	8	26
(H%)	(100)		(87)		(13)		(100)		(84)		(16)		(100)		(83)		(17)	
BY TENURE STATUS																		
Tenured	62	56	53	65	9	31	66	59	54	68	12	37	70	62	56	68	14	45
(H%)	(100)		(86)		(15)		(100)		(82)		(18)		(100)		(80)		(20)	
On Tenure Track	34	31	19	23	15	52	34	31	22	28	12	37	32	28	21	26	11	35
(H%)	(100)		(56)		(44)		(100)		(65)		(35)		(100)		(66)		(34)	
Not Eligible	10	9	7	9	3	10	5	5	1	1	4	13	11	10	5	6	6	19
(H%)	(100)		(70)		(30)		(100)		(20)		(80)		(100)		(45)		(55)	
Other	4	4	2	2	2	7	6	5	2	3	4	13						
(H%)	(100)		(50)		(50)		(100)		(33)		(67)							
BY MEAN AGE	43.9		45.3		39.9		43.8		45.7		39.2		44.0		45.5		39.8	
BY HIGHEST DEGREE																		
Doctorate	10	9	7	9	3	10	12	11	7	9	5	16	13	12	9	11	4	13
(H%)	(100)		(70)		(30)		(100)		(58)		(42)		(100)		(69)		(31)	
Professional	1	1	1	1			1	1	1	1			1	1	1	1		
(H%)	(100)		(100)				(100)		(100)				(100)		(100)			
Masters	59	54	36	44	23	79	60	54	39	49	21	66	63	56	40	49	23	74
(H%)	(100)		(61)		(39)		(100)		(65)		(35)		(100)		(63)		(37)	
Bachelors	22	20	20	25	2	7	20	18	16	20	4	13	16	14	14	17	2	7
(H%)	(100)		(91)		(9)		(100)		(80)		(20)		(100)		(88)		(13)	
Less than Bachelors	18	16	17	21	1	3	18	16	16	20	2	6	20	18	18	22	2	7
(H%)	(100)		(94)		(6)		(100)		(89)		(11)		(100)		(90)		(10)	
BY INSTRUCTIONAL AREA																		
General Education	51	46	32	40	19	66	52	47	33	42	19	59	54	48	34	41	20	65
(H%)	(100)		(63)		(37)		(100)		(63)		(37)		(100)		(63)		(37)	
Vocational Education	59	54	49	60	10	34	59	53	46	58	13	41	59	52	48	59	11	35
(H%)	(100)		(83)		(17)		(100)		(78)		(22)		(100)		(81)		(19)	

Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

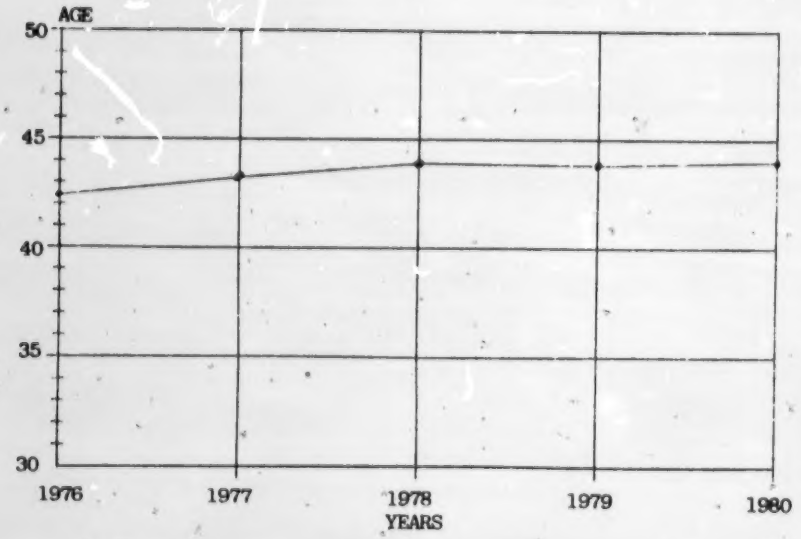
FIGURE 1b
FULL-TIME INSTRUCTORS: SELECTED DATA
HONOLULU COMMUNITY COLLEGE
FALL 1976-1980



AVERAGE SALARY



MEAN AGE



TENURE STATUS

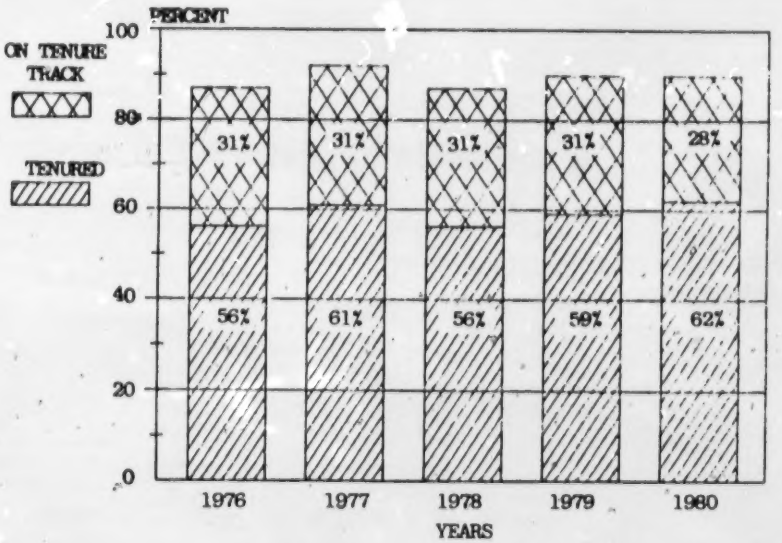


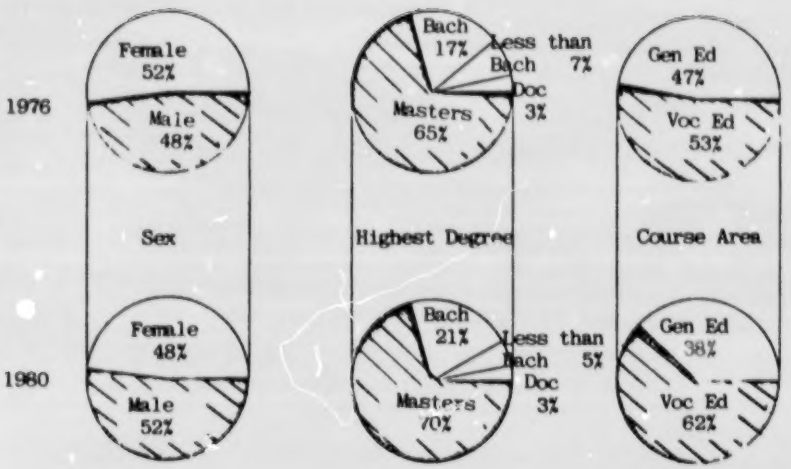
TABLE 3b
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAPIOLANI COMMUNITY COLLEGE
FALL 1978 - 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

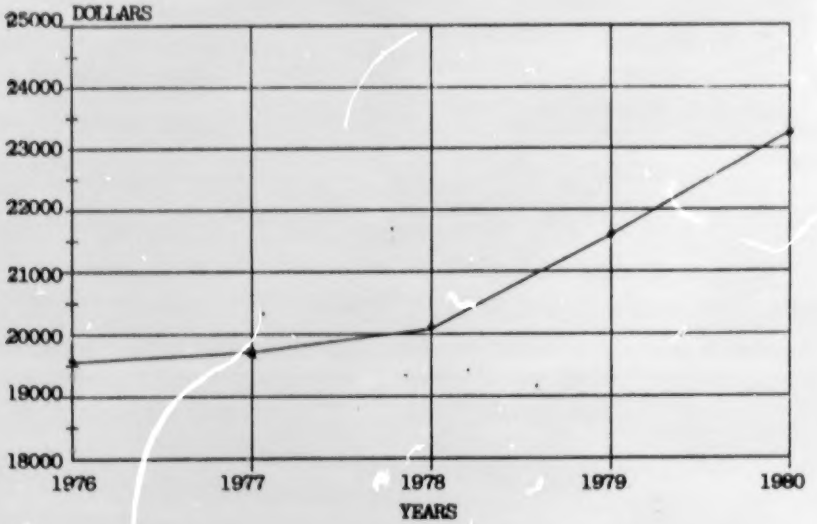
Characteristic	1978			1979			1980		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%	No. V%
TOTAL	100 100	50 100	50 100	99 100	52 100	47 100	97 100	50 100	47 100
(H%)	(100)	(50)	(50)	(100)	(53)	(47)	(100)	(52)	(48)
BY AVERAGE SALARY	20,081	20,170	19,992	21,584	22,062	21,056	23,258	23,401	23,106
BY SALARY RANGE									
Range 1	4 4	2 4	2 4	1 1		1 2			
(H%)	(100)	(50)	(50)	(100)		(100)			
Range 2	25 25	12 24	13 26	28 28	14 27	14 30	30 31	15 30	15 32
(H%)	(100)	(48)	(52)	(100)	(50)	(50)	(100)	(50)	(50)
Range 3	6 6	2 4	4 8	5 5	1 2	4 9	5 5	1 2	4 9
	(100)	(33)	(67)	(100)	(20)	(80)	(100)	(20)	(80)
Range 4	18 18	10 20	8 16	18 18	10 19	8 17	17 18	10 20	7 15
(H%)	(100)	(56)	(44)	(100)	(56)	(44)	(100)	(59)	(41)
Range 5	47 47	24 48	23 46	47 47	27 52	20 43	45 46	24 48	21 45
(H%)	(100)	(51)	(49)	(100)	(57)	(43)	(100)	(53)	(47)
BY TENURE STATUS									
Tenured	63 63	32 64	31 62	62 63	36 69	26 55	64 66	35 70	29 62
(H%)	(100)	(51)	(49)	(100)	(58)	(42)	(100)	(55)	(45)
On Tenure Track	25 25	15 30	10 20	29 29	15 29	14 30	24 25	13 26	11 23
(H%)	(100)	(60)	(40)	(100)	(52)	(48)	(100)	(54)	(46)
Not Eligible	7 7	2 4	5 10	5 5	1 2	4 9	9 9	2 4	7 15
(H%)	(100)	(29)	(71)	(100)	(20)	(80)	(100)	(22)	(78)
Other	5 5	1 2	4 8	3 3		3 6			
(H%)	(100)	(20)	(80)	(100)		(100)			
BY MEAN AGE	44.8	44.7	44.9	45.7	45.9	45.4	46.8	46.4	47.2
BY HIGHEST DEGREE									
Doctorate	2 2	2 4		3 3	2 4	1 2	3 3	2 4	1 2
(H%)	(100)	(100)		(100)	(67)	(33)	(100)	(67)	(33)
Professional	2 2	2 4		2 2	2 4		1 1	1 2	
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
Masters	67 67	33 66	34 68	67 68	36 69	31 66	68 70	34 68	34 72
(H%)	(100)	(49)	(51)	(100)	(54)	(46)	(100)	(50)	(50)
Bachelors	26 26	10 20	16 32	21 21	8 15	13 28	20 21	9 18	11 23
(H%)	(100)	(38)	(62)	(100)	(38)	(62)	(100)	(45)	(55)
Less than Bachelors	3 3	3 6		6 6	4 8	2 4	5 5	4 8	1 2
(H%)	(100)	(100)		(100)	(67)	(33)	(100)	(80)	(20)
BY INSTRUCTIONAL AREA									
General Education	41 41	21 42	20 40	39 39	21 40	18 38	37 38	21 42	16 34
(H%)	(100)	(51)	(49)	(100)	(54)	(46)	(100)	(57)	(43)
Vocational Education	59 59	29 58	30 60	60 61	31 60	29 62	60 62	29 58	31 66
(H%)	(100)	(49)	(51)	(100)	(52)	(48)	(100)	(48)	(52)

Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

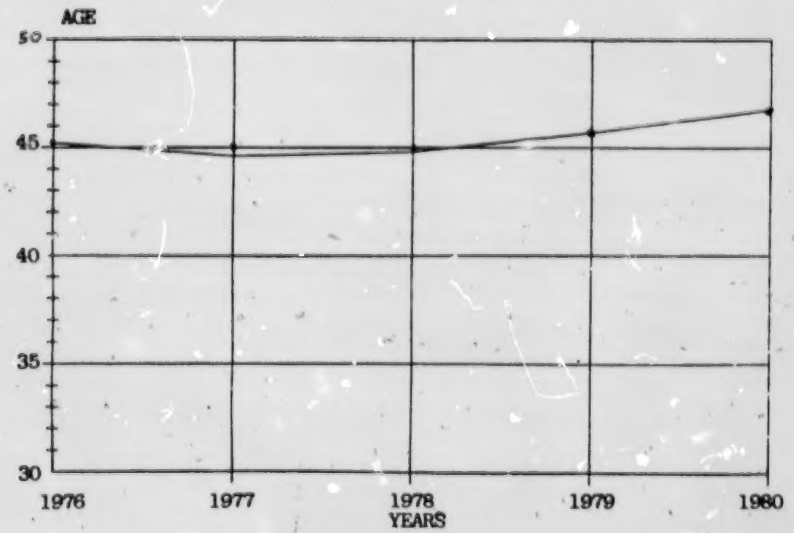
FIGURE 1c
FULL-TIME INSTRUCTORS: SELECTED DATA
KAPIOLANI COMMUNITY COLLEGE
FALL 1976-1980



AVERAGE SALARY



MEAN AGE



TENURE STATUS

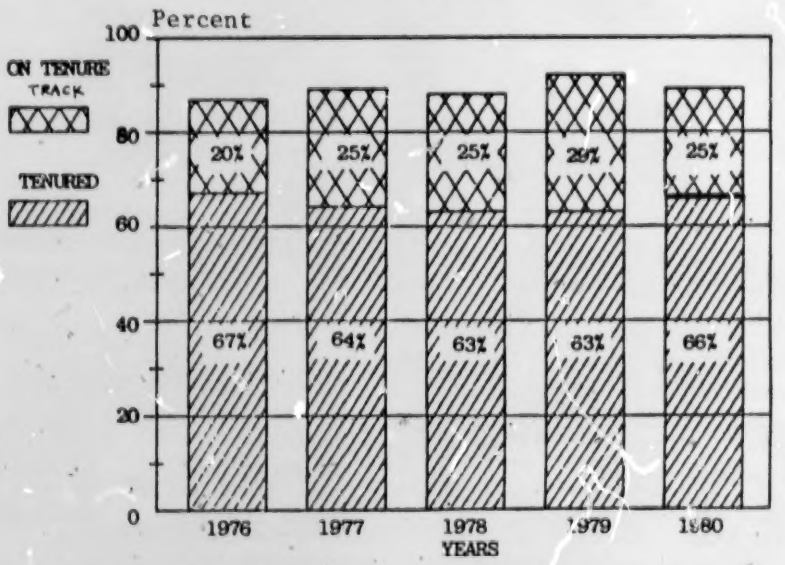


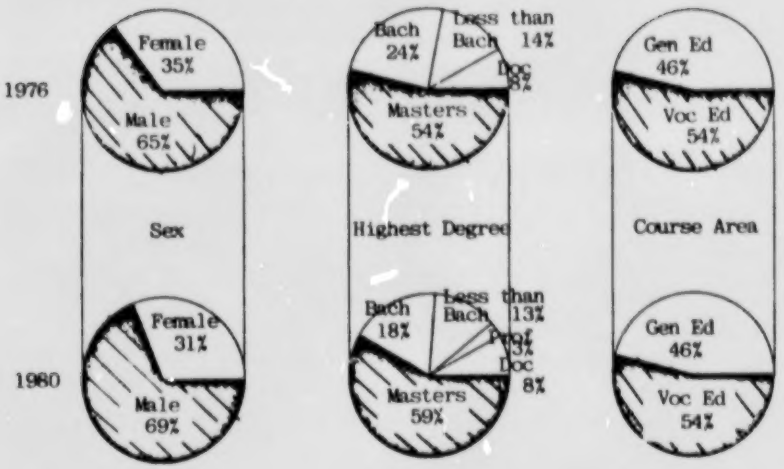
TABLE 3c
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAUAI COMMUNITY COLLEGE
FALL 1978 - 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

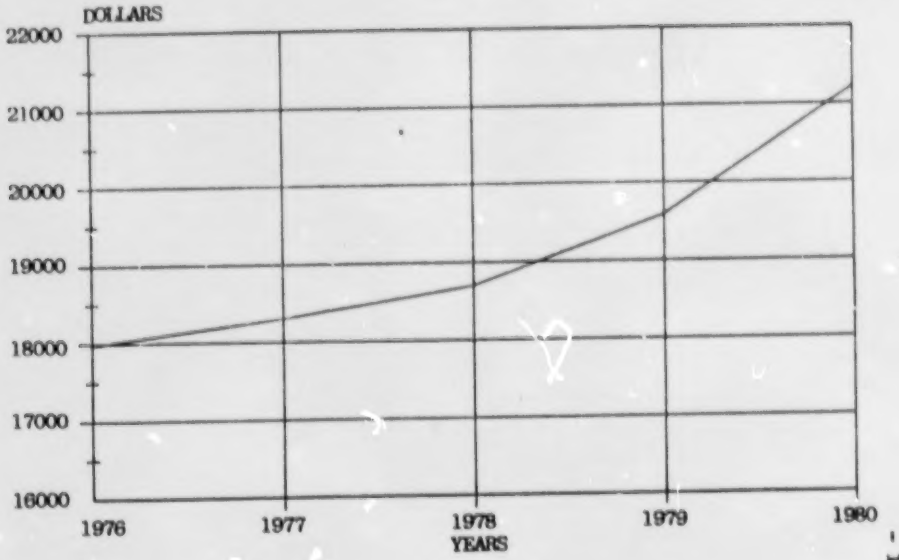
Characteristic	1978			1979			1980		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL	42 100	27 100	15 100	38 100	25 100	13 100	39 100	27 100	12 100
(H%)	(100)	(64)	(36)	(100)	(66)	(34)	(100)	(69)	(31)
BY AVERAGE SALARY	18,698	19,582	17,107	19,586	20,688	17,468	21,218	22,292	18,802
BY SALARY RANGE									
Range 1	4 10	1 4	3 20	3 8		3 23	1 3		1 8
(H%)	(100)	(25)	(75)	(100)		(100)	(100)		(100)
Range 2	11 26	5 19	6 40	11 29	6 24	5 38	16 41	9 33	7 58
(H%)	(100)	(45)	(55)	(100)	(55)	(45)	(100)	(56)	(44)
Range 3	1 2		1 7	1 3	1 4		3 8	2 7	1 8
(H%)	(100)		(100)	(100)	(100)		(100)	(67)	(33)
Range 4	13 31	11 41	2 13	13 34	11 44	2 15	9 23	8 30	1 8
(H%)	(100)	(85)	(15)	(100)	(85)	(15)	(100)	(89)	(11)
Range 5	13 31	10 37	3 20	10 26	7 28	3 23	10 26	8 30	2 17
(H%)	(100)	(77)	(23)	(100)	(70)	(30)	(100)	(80)	(20)
BY TENURE STATUS									
Tenured	25 60	20 74	5 33	23 61	17 68	6 46	23 59	18 67	5 42
(H%)	(100)	(80)	(20)	(100)	(74)	(26)	(100)	(78)	(22)
On Tenure Track	13 31	6 22	7 47	15 39	8 32	7 54	15 38	8 30	7 58
(H%)	(100)	(46)	(54)	(100)	(53)	(47)	(100)	(53)	(47)
Not Eligible	1 2	1 4					1 3	1 4	
(H%)	(100)	(100)					(100)	(100)	
Other	3 7		3 20						
(H%)	(100)		(100)						
BY MEAN AGE	39.5	41.3	36.3	40.2	41.4	38.0	41.7	42.1	40.9
BY HIGHEST DEGREE									
Doctorate	4 10	4 15		3 8	3 12		3 8	3 11	
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
Professional				1 3	1 4		1 3	1 4	
(H%)				(100)	(100)		(100)	(100)	
Masters	23 55	13 48	10 67	19 50	12 48	7 54	23 59	14 52	9 75
(H%)	(100)	(57)	(43)	(100)	(63)	(37)	(100)	(61)	(39)
Bachelors	10 24	5 19	5 33	10 26	4 16	6 46	7 18	4 15	3 25
(H%)	(100)	(50)	(50)	(100)	(40)	(60)	(100)	(57)	(43)
Less than Bachelors	5 12	5 19		5 13	5 20		5 13	5 19	
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
BY INSTRUCTIONAL AREA									
General Education	19 45	15 56	4 27	20 53	15 60	5 38	18 46	14 52	4 33
(H%)	(100)	(79)	(21)	(100)	(75)	(25)	(100)	(78)	(22)
Vocational Education	23 55	12 44	11 73	18 47	10 40	8 62	21 54	13 48	8 67
(H%)	(100)	(52)	(48)	(100)	(56)	(44)	(100)	(62)	(38)

Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

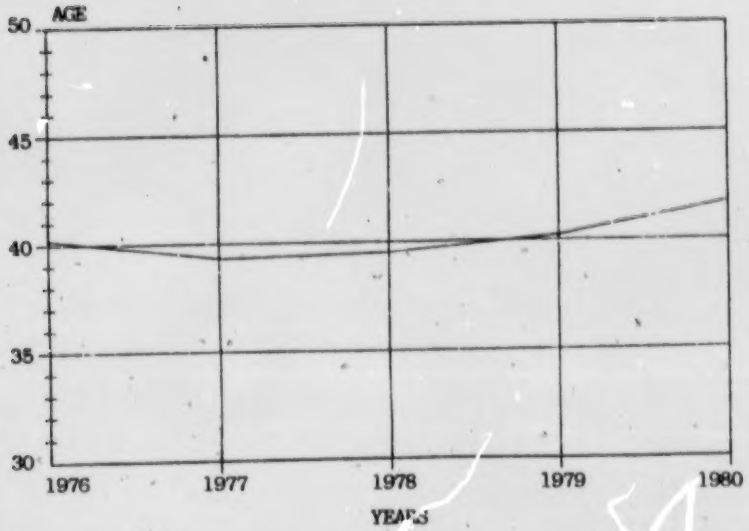
FIGURE 1d
FULL-TIME INSTRUCTORS: SELECTED DATA
KAUAI COMMUNITY COLLEGE
FALL 1976-1980



AVERAGE SALARY



MEAN AGE



TENURE STATUS

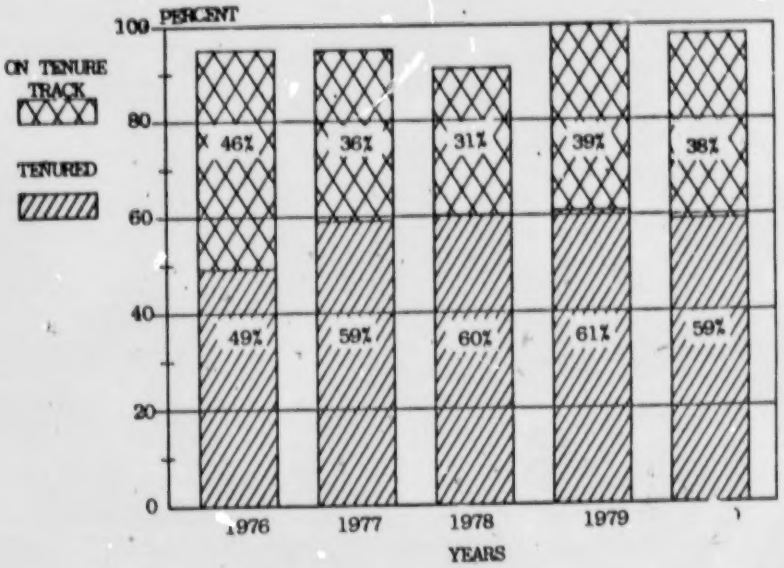


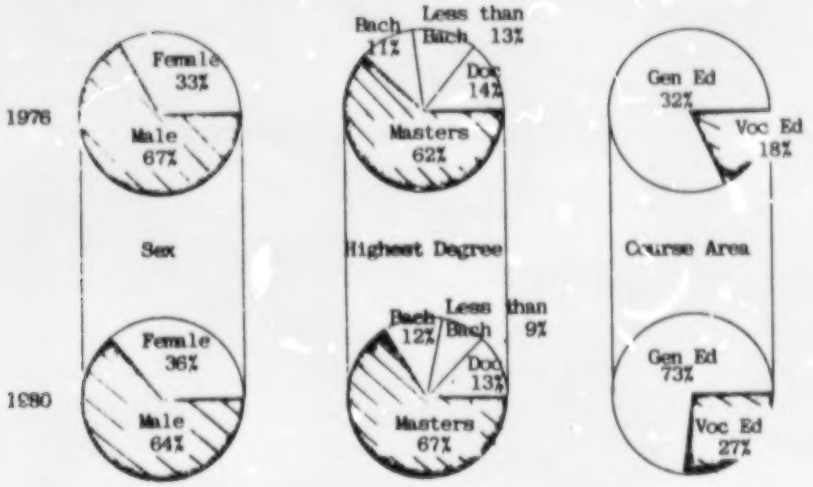
TABLE 3d
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
LEEWARD COMMUNITY COLLEGE
FALL 1978 - 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

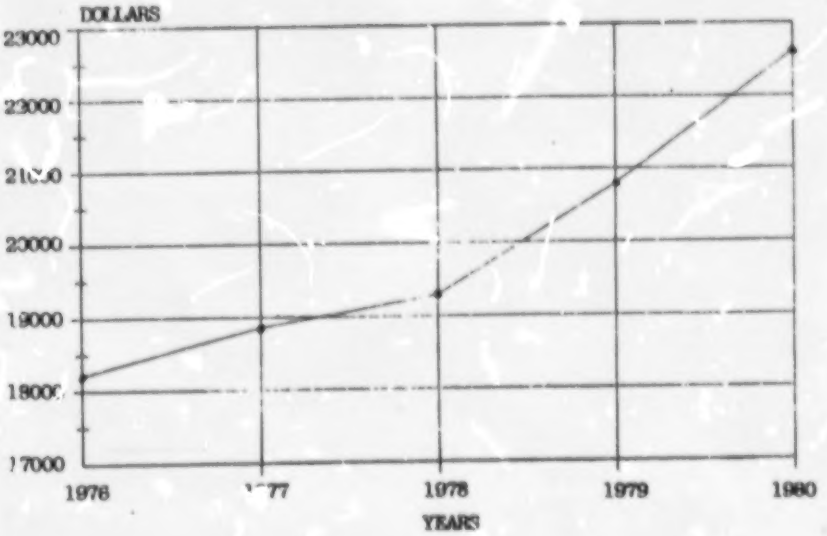
Characteristic	1978			1979			1980		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL (H%)	125 100 (100)	82 100 (66)	43 100 (34)	129 100 (100)	79 100 (61)	50 100 (39)	130 100 (100)	83 100 (64)	47 100 (36)
BY AVERAGE SALARY	19,286	19,684	18,528	20,785	21,515	19,633	22,625	23,001	21,962
BY SALARY RANGE									
Range 1 (H%)	3 2 (100)	2 2 (67)	1 2 (33)	1 1 (100)		1 2 (100)	1 1 (100)		1 2 (100)
Range 2 (H%)	15 12 (100)	9 11 (60)	6 14 (40)	17 13 (100)	10 13 (59)	7 14 (41)	15 12 (100)	10 12 (67)	5 11 (33)
Range 3 (H%)	8 6 (100)	4 5 (50)	4 9 (50)	10 8 (100)	3 4 (30)	7 14 (70)	10 8 (100)	4 5 (40)	6 13 (60)
Range 4 (H%)	34 27 (100)	23 28 (68)	11 26 (32)	34 26 (100)	20 25 (59)	14 28 (41)	33 25 (100)	21 25 (64)	12 26 (36)
Range 5 (H%)	64 51 (100)	44 54 (69)	20 47 (31)	66 51 (100)	46 58 (70)	20 40 (30)	70 54 (100)	48 58 (69)	22 47 (31)
Other (H%)	1 1 (100)		1 2 (100)	1 1 (100)		1 2 (100)	1 1 (100)		1 2 (100)
BY TENURE STATUS									
Tenured (H%)	100 80 (100)	65 79 (65)	35 81 (35)	102 79 (100)	62 78 (61)	40 80 (39)	109 84 (100)	69 83 (63)	40 85 (37)
On Tenure Track (H%)	19 15 (100)	12 15 (63)	7 16 (37)	20 16 (100)	14 18 (70)	6 12 (30)	15 12 (100)	11 13 (73)	4 9 (27)
Not Eligible (H%)	5 4 (100)	5 6 (100)		2 2 (100)	1 1 (50)	1 2 (50)	4 3 (100)	2 2 (50)	2 4 (50)
Other (H%)	1 1 (100)		1 2 (100)	5 4 (100)	2 3 (40)	3 6 (60)	2 2 (100)	1 1 (50)	1 2 (50)
BY MEAN AGE	42.5	43.4	40.7	43.5	45.1	41.0	44.6	45.5	43.0
BY HIGHEST DEGREE									
Doctorate (H%)	14 11 (100)	10 12 (71)	4 9 (29)	16 12 (100)	12 15 (75)	4 8 (25)	17 13 (100)	12 15 (71)	5 11 (29)
Master (H%)	85 68 (100)	52 63 (61)	33 77 (39)	87 67 (100)	48 61 (55)	39 78 (45)	87 67 (100)	51 61 (59)	36 77 (41)
Bachelors (H%)	17 14 (100)	11 13 (65)	6 14 (35)	15 12 (100)	9 11 (60)	6 12 (40)	15 12 (100)	10 12 (67)	5 11 (33)
Less than Bachelors (H%)	9 7 (100)	9 11 (100)		11 9 (100)	10 13 (91)	1 2 (9)	11 9 (100)	10 12 (91)	1 2 (9)
BY INSTRUCTIONAL AREA									
General Education (H%)	94 75 (100)	56 68 (60)	38 88 (40)	96 74 (100)	54 68 (56)	42 84 (44)	95 73 (100)	55 66 (58)	40 85 (42)
Vocational Education (H%)	31 25 (100)	26 32 (84)	5 12 (16)	33 26 (100)	25 32 (76)	8 16 (24)	35 27 (100)	28 34 (80)	7 15 (20)

Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

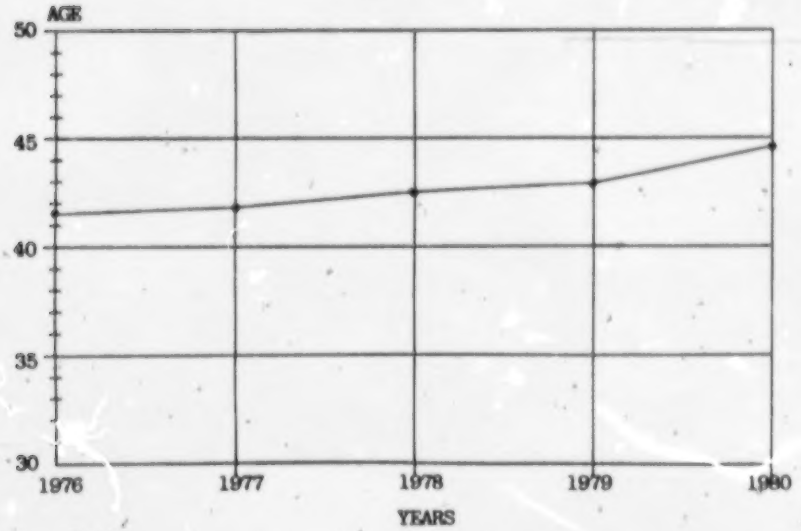
FIGURE 1e
FULL-TIME INSTRUCTORS: SELECTED DATA
LEEWARD COMMUNITY COLLEGE
FALL 1976-1980



AVERAGE SALARY



MEAN AGE



TENURE STATUS

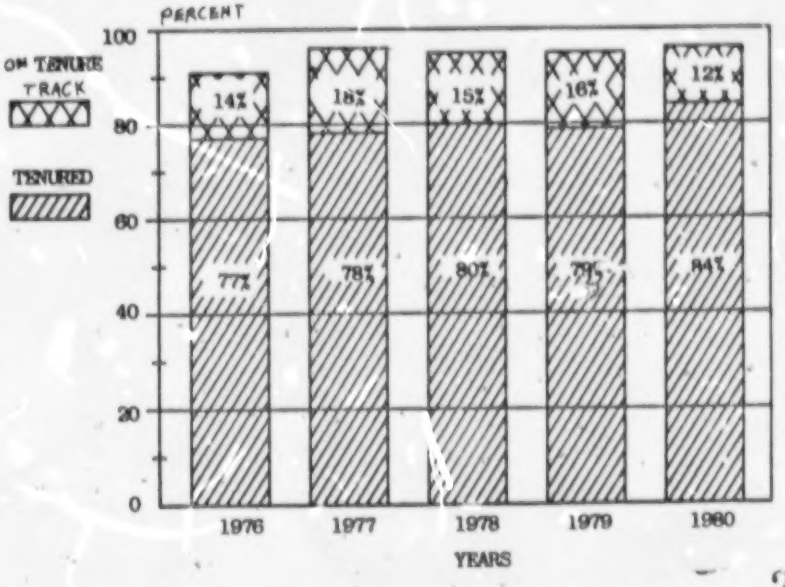


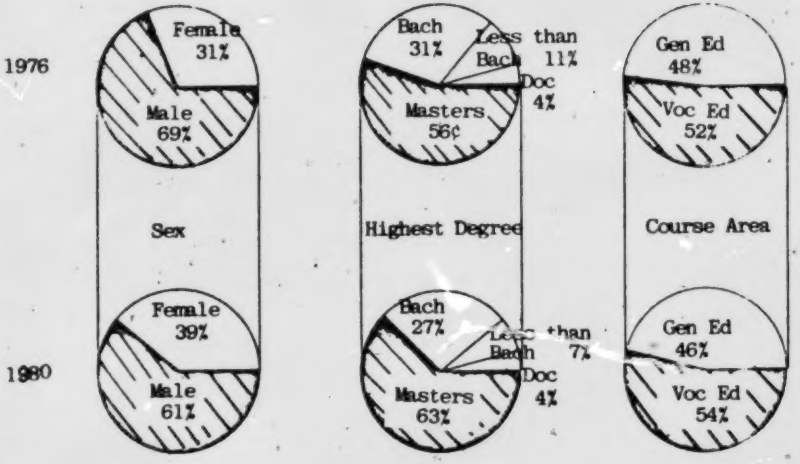
TABLE 3e
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
MAUI COMMUNITY COLLEGE
FALL 1978 - 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

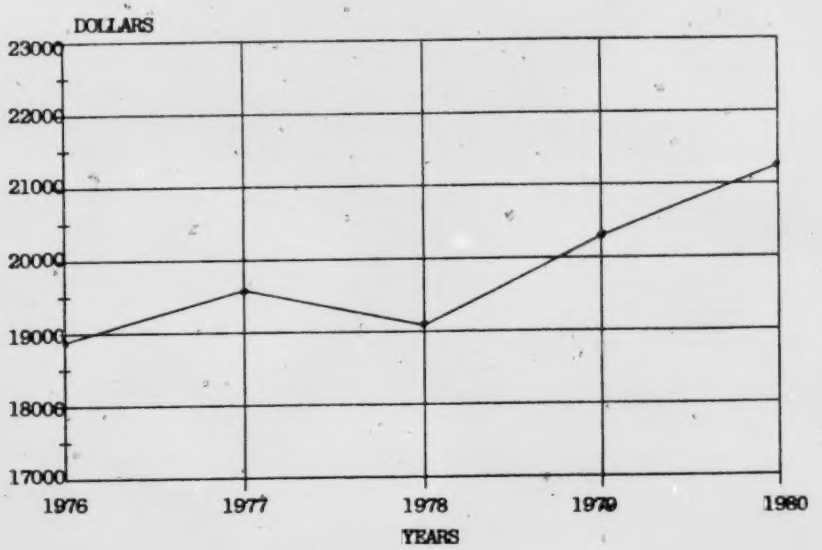
Characteristic	1978			1979			1980		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL	54 100	36 100	18 100	56 100	40 100	16 100	56 100	34 100	22 100
(H%)	(100)	(67)	(33)	(100)	(71)	(29)	(100)	(61)	(39)
BY AVERAGE SALARY	19,081	19,736	17,771	20,019	20,478	18,871	21,247	22,273	19,661
BY SALARY RANGE									
Range 1	3 6		3 17	2 4	1 3	1 6	2 4	1 3	1 5
(H%)	(100)		(100)	(100)	(50)	(50)	(100)	(50)	(50)
Range 2	15 28	10 28	5 28	19 34	12 30	7 44	23 41	12 35	11 50
(H%)	(100)	(67)	(33)	(100)	(63)	(37)	(100)	(52)	(48)
Range 3	3 6	2 6	1 6	4 7	3 8	1 6	4 7	3 9	1 5
(H%)	(100)	(67)	(33)	(100)	(75)	(25)	(100)	(75)	(25)
Range 4	5 9	4 11	1 6	5 9	4 10	1 6	4 7	3 9	1 5
(H%)	(100)	(80)	(20)	(100)	(80)	(20)	(100)	(75)	(25)
Range 5	26 48	20 56	6 33	25 45	20 50	5 31	21 38	15 44	6 27
(H%)	(100)	(77)	(23)	(100)	(80)	(20)	(100)	(71)	(29)
Other	2 4		2 11	1 2		1 6	2 4		2 9
(H%)	(100)		(100)	(100)		(100)	(100)		(100)
BY TENURE STATUS									
Tenured	33 61	25 69	8 44	33 59	26 65	7 44	31 55	22 65	9 41
(H%)	(100)	(76)	(24)	(100)	(79)	(21)	(100)	(71)	(29)
On Tenure Track	16 30	9 25	7 39	17 30	9 23	8 50	17 30	8 24	9 41
(H%)	(100)	(56)	(44)	(100)	(53)	(47)	(100)	(47)	(53)
Not Eligible	1 2		1 6	1 2	1 3		6 11	4 12	2 9
(H%)	(100)		(100)	(100)	(100)		(100)	(67)	(33)
Other	4 7	2 6	2 11	5 9	4 10	1 6	2 4		2 9
(H%)	(100)	(50)	(50)	(100)	(80)	(20)	(100)		(100)
BY MEAN AGE	41.4	42.5	39.2	41.0	42.0	38.4	42.1	43.2	40.2
BY HIGHEST DEGREE									
Doctorate	3 6	3 8		4 7	4 10		2 4	2 6	
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
Masters	35 65	22 61	13 72	35 63	22 55	13 81	35 63	19 56	16 73
(H%)	(100)	(63(	(37)	(100)	(63)	(37)	(100)	(54)	(46)
Bachelors	13 24	8 22	5 28	13 23	10 25	3 19	15 27	9 27	6 27
(H%)	(100)	(62)	(38)	(100)	(77)	(23)	(100)	(60)	(40)
Less than Bachelors	3 6	3 8		4 7	4 10		4 7	4 12	
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
BY INSTRUCTIONAL AREA									
General Education	25 46	18 50	7 39	26 46	20 50	6 38	26 46	16 47	10 45
(H%)	(100)	(72)	(28)	(100)	(77)	(23)	(100)	(62)	(38)
Vocational Education	29 54	18 50	11 61	30 54	20 50	10 63	30 54	18 53	12 55
(H%)	(100)	(62)	(38)	(100)	(67)	(33)	(100)	(60)	(40)

Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

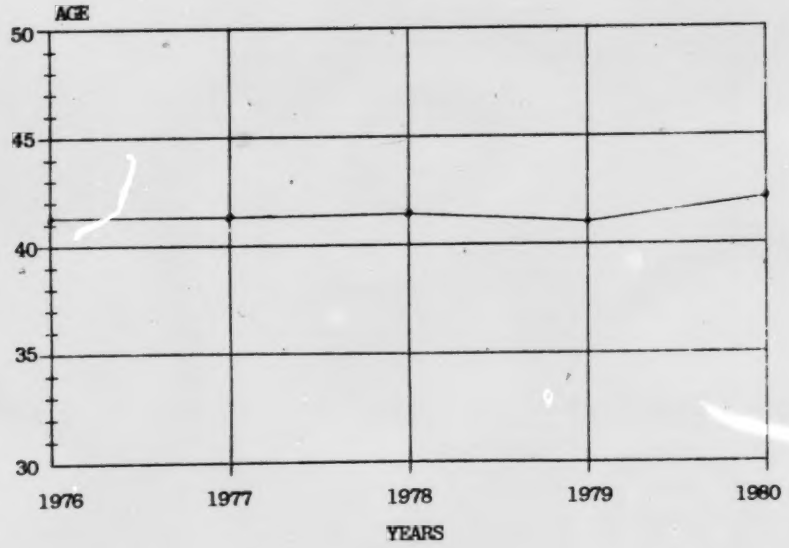
FIGURE 1f
FULL-TIME INSTRUCTORS: SELECTED DATA
MAUI COMMUNITY COLLEGE
FALL 1976-1980



AVERAGE SALARY



MEAN AGE



TENURE STATUS

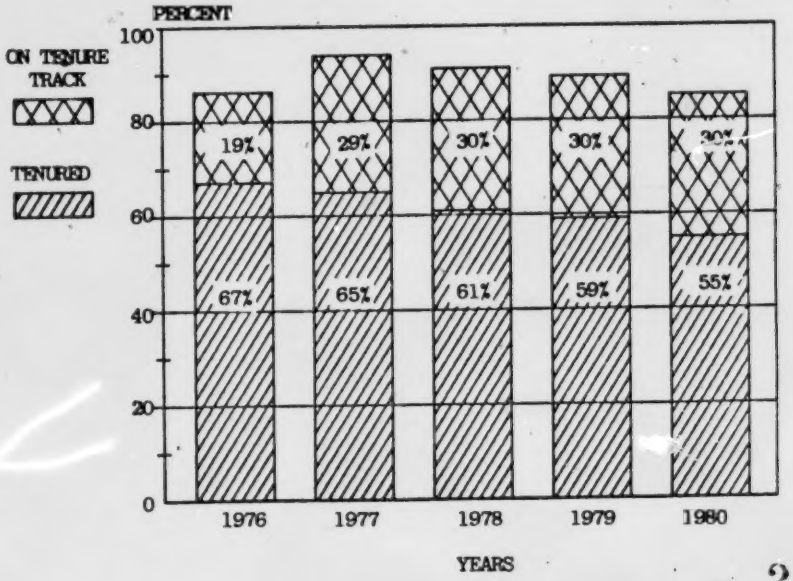


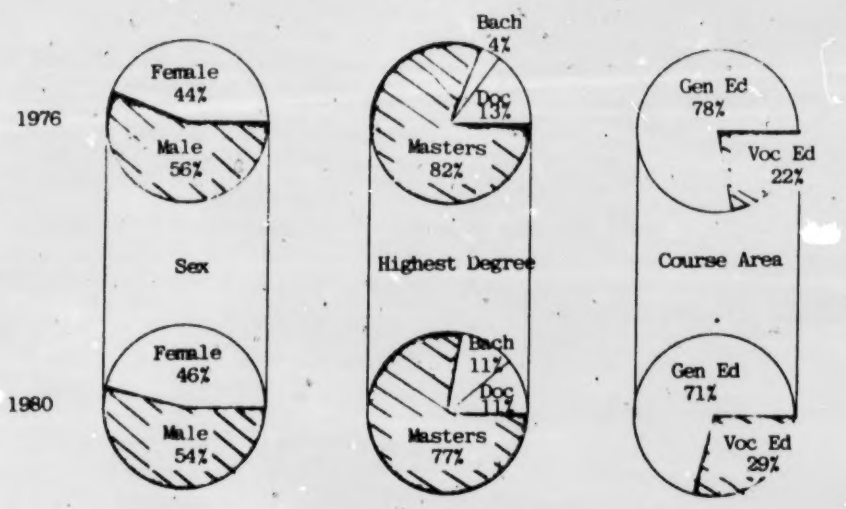
TABLE 3f
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
WINDWARD COMMUNITY COLLEGE
FALL 1978 - 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

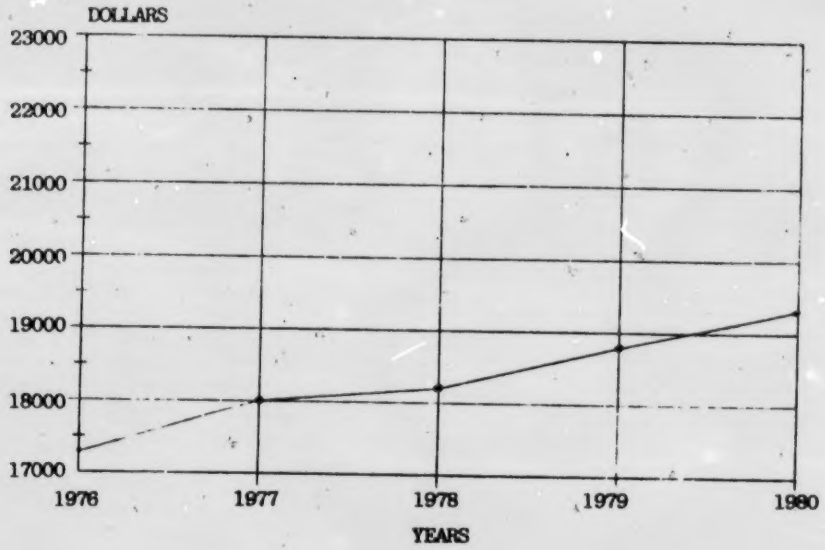
Characteristic	1978			1979			1980		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL	29 100	15 100	14 100	30 100	16 100	14 100	35 100	19 100	16 100
(H%)	(100)	(52)	(48)	(100)	(53)	(47)	(100)	(54)	(46)
BY AVERAGE SALARY	18,195	17,598	18,836	18,751	18,152	19,436	19,316	18,522	20,259
BY SALARY RANGE									
Range 2	6 21	5 33	1 7	6 20	6 38		11 31	9 47	2 13
(H%)	(100)	(83)	(17)	(100)	(100)		(100)	(82)	(18)
Range 3	3 10		3 21	4 13		4 29	6 17	1 5	5 31
(H%)	(100)		(100)	(100)		(100)	(100)	(17)	(83)
Range 4	5 17	3 20	2 14	4 13	2 13	2 14	5 14	2 11	3 19
(H%)	(100)	(60)	(40)	(100)	(50)	(50)	(100)	(40)	(60)
Range 5	15 52	7 47	8 57	15 50	8 50	7 50	13 37	7 37	6 38
(H%)	(100)	(47)	(53)	(100)	(53)	(47)	(100)	(54)	(46)
Other				1 3		1 7			
(H%)				(100)		(100)			
BY TENURE STATUS									
Tenured	15 52	7 47	8 57	16 53	8 50	8 57	15 43	9 47	6 38
(H%)	(100)	(47)	(53)	(100)	(50)	(50)	(100)	(60)	(40)
On Tenure Track	12 41	8 53	4 29	12 40	7 44	5 36	18 51	9 47	9 56
(H%)	(100)	(67)	(33)	(100)	(58)	(42)	(100)	(50)	(50)
Not Eligible	2 7		2 14	2 7	1 6	1 7	2 6	1 5	1 6
(H%)	(100)		(100)	(100)	(50)	(50)	(100)	(50)	(50)
BY MEAN AGE	36.7	35.5	38.1	36.8	35.9	37.9	39.3	38.3	40.4
BY HIGHEST DEGREE									
Doctorate	2 7	2 13		3 10	2 13	1 7	4 11	2 11	2 13
(H%)	(100)	(100)		(100)	(67)	(33)	(100)	(50)	(50)
Masters	25 86	11 73	14 100	25 83	12 75	13 93	27 77	13 68	14 88
(H%)	(100)	(44)	(56)	(100)	(48)	(52)	(100)	(48)	(52)
Bachelors	2 7	2 13		2 7	2 13		4 11	4 21	
(H%)	(100)	(100)		(100)	(100)		(100)	(100)	
BY INSTRUCTIONAL AREA									
General Education	20 69	11 73	9 64	22 73	12 75	10 71	25 71	13 68	12 75
(H%)	(100)	(55)	(45)	(100)	(55)	(45)	(100)	(52)	(48)
Vocational Education	9 31	4 27	5 36	8 27	4 25	4 29	10 29	6 32	4 25
(H%)	(100)	(44)	(56)	(100)	(50)	(50)	(100)	(60)	(40)

Sources: PSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

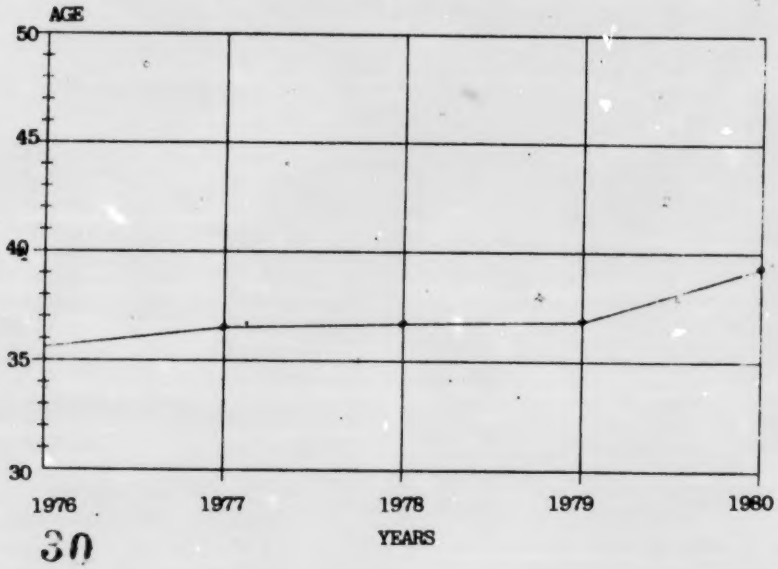
FIGURE 1g
FULL-TIME INSTRUCTORS: SELECTED DATA
WINDWARD COMMUNITY COLLEGE
FALL 1976-1980



AVERAGE SALARY



MEAN AGE



TENURE STATUS

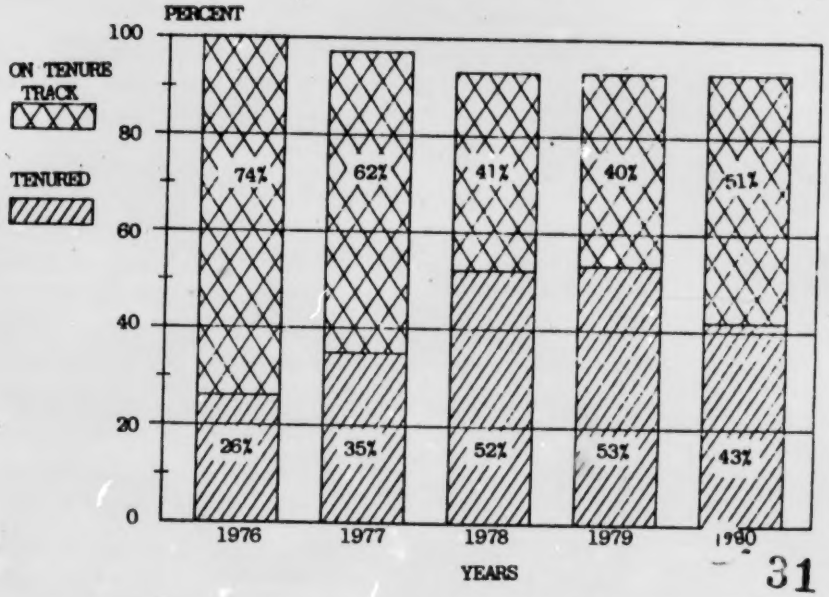


TABLE 4
PROFILE OF LECTURERS
COMMUNITY COLLEGES
FALL 1980

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

Characteristic	TOTAL No.	TOTAL V%	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	309	*100*	90	93	10	62	33	21
Sex								
Male	165	*53*	51	42	7	33	23	9
Female	144	*47*	39	51	3	29	10	12
Program								
Instruction								
General Education	173	*56*	42	52	4	38	20	17
Vocational-Tech	136	*44*	48	41	6	24	13	4
Highest Degree								
Doctorate	20	*6*	5	6		4	2	3
Professional	8	*3*		5			3	
Master's	166	*54*	45	53	4	37	13	14
Bachelor's	76	*25*	23	19	2	17	11	4
Less Than Bachelor's	39	*13*	17	10	4	4	4	
Average Salary	$2,750		$2,539	$3,076	$2,142	$2,948	$2,147	$2,822
Salary Range								
Range 1	60	*20*	18	15	5	9	12	1
Range 2	204	*66*	58	64	5	44	18	15
Range 3	16	*5*	4	6		4	1	1
Range 4	11	*4*	3	2		2	1	3
Range 5	18	*6*	7	6		3	1	1
Mean Age	38.8		39.5	37.6	42.3	38.0	41.9	37.2

Sources: FSIS reports, October 31, 1980

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1980

I.	Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance
II.	Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III.	Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support, Admissions and Records
IV.	Public Service:	Apprentice, Community Service
V.	Instruction:	
	A. General Education:	Division Chairmen/Coordinators
	Humanities:	Art, Communication, Dance, Drama, East Asian Languages, English, English as a Second Language, European Languages, Hawaiian Studies, History, Humanities, Indo-Pacific Languages, Journalism, Music, Philosophy, Religion, Speech
	Natural Science:	Biological Sciences, Chemistry, Mathematics, Oceanography, Physical Sciences, Science
	Social Science:	American Studies, Anthropology, Economics, Geography, Human Development, Political Science, Psychology, Social Science, Sociology, Women's Studies
	Other:	Health, Physical Education and Recreation, Learning Skills
	B. Vocational Education:	Division Chairmen/Coordinators
	Business:	Accounting, Business, Data Processing, Information and Computer Science, Entertainment, Sales and Management, Secretarial and Related
	Food Service:	Baking, Food Service

Health Service:	Dental Assistant, Food and Nutritional Science, Health, Medical Assisting, Medical Lab Technology, Nursing, Occupational Therapy, Radiologic Technician, Respiratory Therapy
Public Services:	Fire Science, Human Services, Industrial Education, Library Technology, Police Science, Occupational Safety/Health, Recreational Instructor Program
Technology:	Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Aviation Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Energy, Engineering Technology, Graphic Art, Home Economics, Marine Shop, Maintenance Technology, Marine Technology, Refrigeration and Air Conditioning, Sheet Metal and Plastics, Welding

APPENDIX B
TOTAL AND AVERAGE SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS
BY PROGRAM CATEGORIES
COMMUNITY COLLEGES
FALL 1980

Note: Many of those in institutional and academic support are on 11-month contracts.

Campus	TOTAL HEADCOUNT	AVERAGE SALARIES							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	174	21	28,550	52	23,795	81	21,319	20	22,065
Honolulu CC	49	3	31,863	13	23,021	17	19,433	16	21,190
Kapiolani CC	29	5	28,832	11	24,588	12	24,872	1	*
Kauai CC	17	4	28,346	6	21,806	7	22,826		
Leeward CC	40	3	29,747	13	22,973	22	22,788	2	21,510
Maui CC	20	3	24,764	3	26,729	13	18,464	1	*
Windward CC	19	3	27,630	6	26,321	10	19,682		

*This individual's salary is included in the calculations of average salary for the campus and system.

Sources: FSIS reports, October 31, 1980.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1980

Campus	Total Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	470	$10,269,732	21,850	21,533	22,227
Honolulu CC	113	2,379,060	21,054	19,633	22,354
Kapiolani CC	97	2,256,012	23,258	23,496	23,111
Kauai CC	39	827,508	21,218	21,445	21,023
Leeward CC	130	2,941,260	22,625	22,310	23,482
Maui CC	56	1,189,836	21,247	21,503	21,026
Windward CC	35	676,056	19,316	19,876	17,915

Sources: FSIS Computer Report 2532, October 31, 1980.

APPENDIX D

TENURE STATUS BY YEAR OF POSSIBLE TENURE & BY SEX
FULL-TIME INSTRUCTORS
COMMUNITY COLLEGES
FALL 1980

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL	Tenured	Year of Expected Tenure					Not Eligible	Other**
			Sub-Total	1981	1982	1983	After 1983		
TOTAL	470	312*	121	17	26	27	51	26	11
(Horizontal %)	(100%)	(66%)	(26%)	(4%)	(7%)	(3%)	(13%)	(6%)	(4%)
Male	295	209	70	8	18	15	29	12	4
Female	175	103	51	9	8	12	22	14	7
HONOLULU CC	113	70	32	7	4	10	11	8	3
(Horizontal %)	(100%)	(62%)	(28%)	(6%)	(4%)	(9%)	(10%)	(7%)	(3%)
Male	82	56	21	4	2	7	8	4	1
Female	31	14	11	3	2	3	3	4	2
KAPIOLANI CC	97	64	24	2	10	5	7	8	1
(Horizontal %)	(100%)	(66%)	(25%)	(2%)	(7%)		(7%)	(8%)	(1%)
Male	50	35	13		7	3	3	1	1
Female	47	29	11	2	3	2	4	7	
KAUAI CC	39	23	15	1	1	3	10	1	
(Horizontal %)	(100%)	(59%)	(39%)	(3%)	(3%)	(8%)	(26%)	(3%)	
Male	27	18	8	1		2	5	1	
Female	12	5	7		1	1	5		
LEEWARD CC	130	109	15	3	6	2	4	2	4
(Horizontal %)	(100%)	(84%)	(12%)	(2%)	(5%)	(2%)	(3%)	(2%)	(3%)
Male	83	69	11	2	4	1	4	1	2
Female	47	40	4	1	2	1		1	2
MAUI CC	56	31	17	1	4	4	8	5	3
(Horizontal %)	(100%)	(55%)	(30%)	(2%)	(7%)	(7%)	(14%)	(9%)	(5%)
Male	34	22	8		4	1	3	4	
Female	22	9	9	1		3	5	1	3
WINDWARD CC	35	15	18	3	1	3	11	2	
(Horizontal %)	(100%)	(43%)	(51%)	(9%)	(3%)	(9%)	(31%)	(6%)	
Male	19	9	9	1	1	1	6	1	
Female	16	6	9	2		2	5	1	

*Excludes twenty-three tenured instructors who were on leave. See Appendix E.
**Includes visiting instructors (V) and instructors whose tenure status is "X".

Source: FSIS Computer Report 2533B, October 31, 1980.

APPENDIX E
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE AND TENURE STATUS
COMMUNITY COLLEGES
FALL 1980

Campus	TOTAL		TYPE OF LEAVE*			
			Sabbatical		Leave without Pay	
	No.	No. Tenured	No.	No. Tenured	No.	No. Tenured
TOTAL	29	23	16	16	13	7
Honolulu CC	2	2	1	1	1	1
Kapiolani CC	7	6	4	4	3	2
Kauai CC	5	5	5	5		
Leeward CC	6	3	1	1	5	2
Maui CC	4	3	2	2	2	1
Windward CC	5	4	3	3	2	1

*Excludes 4 non-teaching professional staff on leave: 1 on sabbatical and 3 on leave without pay.

Sources: FSIS reports, October 31, 1980.

FEB 20 1981

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